DOCUMENT RESUME

ED 113 483 CE 004 993

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TITLE Effects of Occupational Shift on Family Life Style. Final Report.
INSTITUTION University of Southwestern Louisiana, Lafayette.
SPONS AGENCY Office of Child Development (DHEW), Washington, D.C.
PUB DATE 30 Jun 75
NOTE 79p.; Appendix A deleted because it will not reproduce in microfiche

EDRS PRICE MF-$0.76 HC-$4.43 Plus Postage
DESCRIPTORS *Career Change; Child Care; Domestics; Employees; Family (Sociological Unit); Family Life; *Family Relationship; *Females; Industrial Personnel; Interviews; Job Tenure; Questionnaires; *Social Adjustment; Social Science Research; Southern States; Surveys; Teachers; *Vocational Adjustment
IDENTIFIERS Louisiana (Saint Martinville)

ABSTRACT

The report describes a research project which investigated the impact of change on new employees, their families, and the community when a new type of industry locates in a small semi-rural Louisiana community. The subjects of the research were 218 women (144 black and 74 white) employed in the new clothing manufacturing industry and in three traditional jobs in the community (unskilled factory work, domestic work, and teaching). Personal interviews were used to ascertain the background, evaluation of work situation, and the effect of employment on such areas as childcare patterns, child development, leisure time for the family, social life activities with other workers, and family planning for the subjects. In addition, results on the Metropolitan Achievement Tests were used to assess the academic performance of the children of the subjects. In general, few findings were related to length of employment (one year vs. three years) in the new industry. Although racial factors affected some results, the families of both black and white workers were satisfied with the workers' jobs, and their children showed improvement in reading and mathematics over a one-year period. Two appendixes include the interview questionnaire and the Occupational Level Rating Scale used to determine workers' socioeconomic status. (JR)

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EFFECTS OF OCCUPATIONAL SHIFT ON FAMILY LIFE STYLE

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CE004993

Final Report

Project Number: 90-C-263

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U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

Office of Child Development

Research and Development Program

Abstract

The purpose of this research project was to investigate the impact of change on new employees, their families and the community when a new type of industry locates in a small semi-rural community. Two hundred eighteen (218) black and white women employed in the new industry and three traditional jobs in the community served as subjects in the research project. Interviews were used to gather information about the worker's adjustment to the job and other areas related indirectly to the new job. Years of employment (1 year vs. 3 years) yielded very few significant results. The race of the new worker yielded differences in motivation, family routine, adjustment to the job, family interactions, child-care practices, et. The children of the new workers showed significant improvements in the academic areas of reading and mathematics. Recommendations were advanced for greater adjustment to the new work environment.

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Effects of Occupational Shift on Family Life Style

Chapter I

Introduction

The Community

St. Martinville, the parish seat and largest city (7,153) of St. Martin Parish is a small, semi-rural southern town, possessing all of the problems that typically abound in such a community. The Biennial Report of the Louisiana State Economic Opportunity Office (July 1, 1969-June 30, 1971) indicated a bleak economic picture for this community. The report showed that 46.2 per cent of the families in St. Martin Parish were in the poverty level income. Unemployment reached 12.8%. Compounding the problems which result from poverty and unemployment is the fact that the educational attainment of the parish is far below that of the nation. The median years of school completed was only 5.1, with 48.5% of the people in the parish having less than four years of formal education.

Traditionally, St. Martin Parish has been one of the poorer parishes in Louisiana. A heavy dependence on sugar cane production has meant that a large surplus of labor has existed as farming has become increasingly mechanized. The majority of the 97.1% native population managed to survive primarily on the few factories which canned and processed the local agricultural products of sugar cane, potatoes, okra, pepper, etc.

Another characteristic of the employment pattern which has existed in this community is the seasonal nature of the employment. In the summer, beginning in June, vegetables are harvested and brought to local canning and preserving plants for processing. More people are employed to facilitate this process. This increase in employment maintains a steady tempo until peak employment is reached in the months of November and December. This activity culminates in the harvesting of diversified crops and in the processing of sugar cane into raw sugar. The fluctuation in the number of people applying for unemployment compensation mirrors the seasonal employment pattern.

Throughout the years, the two major industries (i.e., "employment-wise") have always been"agriculture-related." They have employed approximately 325 people. Smaller numbers of individuals are employed in some of the small businesses in the community.

The business community of St. Martinville consists of the Central Business District(CBD), one small shopping center and neighborhood commercial areas. The CBD of the city was developed around the St. Martin of Tours Catholic Church and has extended eastward to include public and semi-public sites, such as the Court House, the post office, a parochial school, the public health unit, etc.(See Map, Appendix A).

In addition to the commercial land uses such as drug stores, beauty shops, furniture and appliance stores, a bank, offices, bars, grocery stores and markets, department stores, recreational places and restaurants, a few residences are also located in the CBD.

Neighborhood commercial land in St. Maritnville is located along

Main Street (Louisiana Highway 31) to the north and south of the CBD and on Bridge Street (see Appendix A). As in the CBD, commercial use includes drug stores, flower shops, grocery stores, hardware store, a cleaner, filling stations, bars and lounges.

One shopping center has developed on the far south end of town. It includes a service station, a car wash, a drug store, a large chain store and a variety store.

The people of the community have had to struggle to exist--finding limited employment in the few "family-owned" businesses of the CBD. As more and more students graduated from high school, finding a job in the community became an impossibility. If the high school graduates did not go on to college, trade or business school, or accept low or unskilled jobs, then there was very little hope of any desirable employment in the community. Needless, to say, the situation was much more critical for high school drop-outs. This dreary employment picture continued for many years. However, in 1970, a change began to appear.

Martin Mills, Inc.

In 1970, a new kind of industry located in the community -- a textile plant, providing approximately 1,000 new jobs primarily to women and blacks who previously had been employed in low-paying, unskilled jobs or totally unemployed.

Martin Mills is a multi-million dollar industrial plant. It is a recently formed Louisiana corporation that is wholly owned and oper-

ated by Union Underwear Company, maker of Fruit-of-the-Loom clothing. This company has similar installations located in Florida, Kentucky, Mississippi and Oklahoma.

Martin Mills is a total process plant that takes raw yarn and makes it into ready-to-wear men and boy's briefs, T-shirts and athletic shirts. It contains 140,000 square feet of floor space. The annual income output is approximately 5½ million dollars. An addition of 100,000 square feet to the present plant building and facilities has already been started. The anticipated employment after its completion is 2,500. The expected annual income output is 11 million dollars.

The following indicates the size and capacity of the new industry. Martin Mills now makes 7,000 dozen T-shirts a week. With the new addition to the plant, they will have the capacity to produce up to 13,000 dozen T-shirts a week. These T-shirts and athletic shirts are bleached and dyed into approximately twenty-five(25) different colors - a process involving the use of 35,000 pounds of salt per week. Thus, the plant is now the world's largest bleachers and knitters. In addition, six (6) million yards of thread is used in one week. The pattern cutter can cut 192 shirts at one time. Union Underwear the parent company, also sews private labels in garments for customers including Sears, Roebuck and Co., S.S. Kresge, Ben Franklin Stores, T.G. & Y. Divisions of City Products, Zayres and Target Stores. Some labeling is done at Martin Mills.

Needless to say, this industry has brought change to the community and to the people - especially, the women, directly employed by the in-

dustry.

Purpose of the Research Project

This research project grew out of a concern for the changes that might be occurring in the family and in the community as a result of the location of a new form of employment. Many questions arise when women who are generally the primary socializing agents for children in the home, find themselves in a new job with a daily financial earning capability commensurate with their former weekly salary, a job with new working conditions and requirements---e.g., large numbers of other workers, large physical plant, assembly-line procedures, etc. Are there specific circumstances to which she and her family must adjust? How is this adjustment affected by the length of employment? What are the consequences to children whose mothers shift from low paying unskilled jobs to higher paying jobs? Are there substantial changes in the life style of the family? Are there changes in interpersonal relationships?

As a first-hand observer of this community, the author was aware, daily of the change occurring in the community as a result of this industry. For example, the number of new cars increased. This condition inevitably led to long traffic lines especially on pay day. City officials were forced to study the problem of traffic flow. As a result, left turn lanes and "no left turns" at intersections were introduced. Many new bank accounts were opened. White housewives in the community were busily calling around to find domestics to work,

since so many were now employed by the new industry. Two new banking institutions were opened. Throughout the community, people were talking about the new industry.

Any, or all, of these circumstances would raise questions about the impact -- especially economic impact of the new industry. However, the socially relevant and ecologically valid question was: what is the impact on the nuclear family when Mother experiences a change in occupational status? This is a critical question, especially for black families in this community, because the need for employment (of not only husband, but also wife) is generally a necessity for maintaining the economic survival of the family.

Chapter II

Method

Subjects

A total of 218 working women were included in the research project. The subjects were broken down into the following groups:

Experimental Groups: The personnel files indicated that 114 workers from the new industry met the criterion of either three years or one year of employment. Thirty-one of these workers from the new industry either were no longer employed by the industry, could not be located despite numerous attempts, or refused to participate. Thus, the names and addresses of the 83 women employees were obtained from the files of the new industry. All 83 workers were interviewed. Placement into Experimental Groups I or II was based on the date hired.

Group I: A total of 25 women who were employed by the new industry for approximately one year. This group included 14 whites and 11 blacks.

Group II: A total of 58 women who were employed by the new industry for approximately three years. This group included 25 whites and 33 blacks.

Control Groups:

Group I: A total of 34 women who were employed by a local

factory which provided traditional unskilled, and low-skilled jobs. All women in this group were black. Company officials of the factory provided the names and addresses of the subjects in this group.

Group II: A total of 35 women who were employed in the domestic area (Private Household) in the community. All women in this group were black. Since domestic workers are hired in the community by "word-of-mouth", employees of the new industry (many of whom were previously employed as domestic workers or as low or unskilled factory workers) were contacted individually and asked to identify women still employed as domestic workers. Thus, a nomination procedure was used. Women, who should have "first-hand" information of others currently employed as domestic workers were asked to provide names so that this group could be identified systematically.

Group III: A total of 66 women were employed as teachers by the St. Martin Parish School Board. This group included 35 white professionals and 31 black professionals. The office of the Superintendent of Schools for St. Martin Parish School Board provided the names and addresses of teachers currently employed in the school system of the community.

The marital status and the age categories for the experimental

and control groups are reflected in Tables 1 and 2.

Insert Tables 1 and 2 about here

A total of 462 children were identified. A breakdown by age for experimental and control groups is found in Table 3. Data was obtained only on children who were in the elementary (4-6), junior high (7-9), and high school (10-12) grades.

Insert Table 3 about here

Apparatus

Interview Questionnaire: A questionnaire was designed for use in the individual interviews with all of the working women (see Appendix B.) The interview questionnaire encompassed the following areas of inquiry:

1. Background Data
   a. age
   b. marital status
   c. salary
   d. children
   e. education
   f. other

2. Evaluation of work situation
   a. problems
   b. pressures
   c. motivation
   d. reinforcement

3. Effects of employment on childcare patterns

4. Effects on employment on child development

Table 1

Percent Marital Status of Experimental and Control Groups

	Married	Widowed	Divorced	Separated/ Deserted	Single	Total
Experimental Martin Mills	86	6	2	1	5	100
Cannery Control Gp. I	64.7	5.9	2.9	8.8	17.6	99.9
Domestic Control Gp. II	50	20.6	-	17.6	11.8	100
Professional Control Gp. III	71.2	7.6	6.1	1.5	13.6	100

Table 2

Percent Experimental and Control Groups for Age Categories

		18-25yrs	26-33yrs	34-41yrs	42-49yrs	50-57yrs	58-65yrs	over 65yr	Total
Martin Mills	B	20.4	38.6	36.3	-	4.5	-	-	99.3
	W	15.3	23.0	33.3	15.3	10.2	2.5	-	99.6
Cannery		11.8	29.4	20.6	20.6	17.6	-	-	100
Domestic		-	2.9	11.4	34.3	28.6	20.0	2.9	100.1
Professionals	B	9.7	25.8	41.9	16.1	3.2	3.2	-	99.9
	W	22.9	37.1	11.4	5.7	22.9	-	-	100

Table 3

Number of Children for Experimental and Control Groups

	Race	Males 6-12yrs	Males 13-19yr	Females 6-12yrs	Females 13-19yr	<5yrs	>19yrs
Experimental Gp. I, MM(1)	B	5	6	8	1	7	0
	W	5	3	4	6	5	20
Experimental Gp. II,MM(3)	B	17	16	19	18	14	3
	W	10	14	15	15	7	12
Control Gp.I Cannery		9	15	19	23	17	15
Control Gp.II Domestic		4	8	4	8	1	27
Control Gp. III Professional	B	6	0	7	2	17	7
	W	5	5	4	4	8	22
Total		61	62	80	77	76	106

a. school achievement
b. achievement motivation
c. other

5. Effects of employment on leisure time for the family

6. Effects of employment on social life activeties with other workers.

7. Effects of employment on family planning---general use of added income.

Metropolitan Achievement Test: The academic achievement of elementary, junior-high and high school students in the areas of Mathematics and Reading was obtained from the Metropolitan Achievement Tests. In addition to a total mathematics and total reading score, a breakdown into subtests is also provided. However, only the total scores in reading and mathematics were used.

Additionally, both national and local percentile scores are provided. Only local scores were used since the primary objective of the study (in regards to the academic performance of children) is to evaluate the group performance of children whose mothers work in different occupations in the local community.

The Metropolitan Achievement Test is administered to students each year during the month of March.

Occupational Level Rating Scale. In order to determine the socioeconomic status (SES) of the working women and to evaluate the occupational choices of children, this scale was used.

The scale, devised by Gaudet and Hotard (1973), is based on The Dictionary of Occupational Titles (1965). However, an ordinal scale for the employemet categories was evolved. The scale is

presented in Appendix C. In ranking a specific occupation, emphasis was placed on the level of education required to perform the specific task adequately. Consideration was also given to the status and relative salary of the job in the geographical area of Southwest Louisiana.

Procedure

The following steps were followed:

Step 1: The development of the interview questionnaire.

Step 2: The identification of the two experimental groups and the three control groups.

Step 3: The conducting of the individual interviews in the homes of each of the 218 subjects in the experimental and control groups. Black and white, male and female senior level students participated in training workshops and then served as interviewers.

Step 4: The coding of the interview data for each subject.

Step 5: The identification of children from actual interview data with mothers.

Step 6: The gathering of achievement test scores for all elementary and secondary school age children.

Step 7: The analysis of the data for Mothers and children.

Chapter III

Results

Background Data

Since 1910 there has been a steady increase in the proportion of women engaged in paid employment (Nye, 1974). However, the age of the women worker has been an important factor in the descriptive data of employment patterns. Table 2 reflects the fact that approximately 50% (f = 41) of the Martin Mills workers (black and white) are between the ages of 18 and 33 years. Thirty-five per cent (f= 29) of the workers are between the ages of 34-41. Only 15% (f= 13) are 42 years of age and older. Especially for the black worker, this reflects the shift of younger workers from the domestic area to the new industry. Approximately 85% (f=30) of the Domestic workers are 42 years of age and older---with one person over 65 years of age.

The data on marital status ranges from a high of 86% of married Martin Mills workers to a low of 50% married Domestic workers. However, there is an increase in these percentages of "presently married" and "formerly married" (i.e., widowed, divorced or separated) are combined. Martin Mills workers then approach 95% and Domestic workers approach 88%. Professional workers fall between these two groups (85%), while the Cannery workers fall slightly below Professionals at 80%. These data are consistent with the statistics of the U.S. Department of Labor, 1972 which show that the percentage of married, divorced, widowed and separated women in the labor force

has increased significantly compared to that of single working women.

Despite the high percentage of women workers living with their husbands, many have still chosen to enter the labor force. The age of their children may be a factor here. The U.S. Department of Labor, 1972 firgures indicate that "about two-fifths of employed women in 1972 were mothers with children under eighteen." The data from Table 3 indicates that the working mothers in the experimental and control groups have 16.4% of their children $\leq$ 5 years of age, while 30.5% of the children are between the ages of 6-12 years, and 30% are between the ages of 13-19 years. Thus, the mothers who are working, generally have school-age children who presumably need less individualized maternal care. Black workers account for a higher proportion of working mothers with children $\leq$ 5 years of age. This fact once again points out the need for the employment of both husband and wife in the black family. Especially in small communities, the availability of desirable employment for the black male may be limited.

The educational achievement of the worker and her spouse is reflected in Table 4. For the Professional Group, data are provided for the spouse only, since all of the Professional workers had received a college degree.

Insert Table 4 about here

On the average, the spouses of the Professional workers attended

Table 4

Educational Achievement

Martin Mills

	Average Grade Level	Mode	Total Freq.
Worker	10.8	12	82
Spouse	9.7	12	74

Cannery

	Average Grade Level	Mode	Total Freq.
Worker	8.32	12.0	31
Spouse	7.52	6.0	21

Domestic

	Average Grade Level	Mode	Total Freq.
Worker	4.97	7.0	35
Spouse	4.65	3.0	20

Professional

	Average Grade level	Mode	Total Freq.
Worker			
Spouse	13.52	12 & 16	52

approximately one and one-half (1½) years of college. The Domestic and Cannery workers and their spouses attended grade school only. In both instances the average grade level was similar for the Cannery worker and spouse (8.32 yrs./7.52 yrs.) and for the Domestic worker and spouse (4.97 yrs./4.65 yrs.). Only three (3) persons in the Domestic and Cannery groups attended trade school.

The same consistency prevails for the Martin Mills worker and spouse, but the individuals in this group attended high school (10.8 yrs./9.7 yrs.).

Despite the fact that the mode for the educational achievement of Martin Mills workers was 12 years of schooling, the previous job level for the majority of the black one-year and three-years worker was that of "Unskilled Laborer."

Prior to their employment at Martin Mills, the majority of the white workers were housewives. With the exception of the spouses of the black one-year workers, the mode for the current job level of the spouses of all other Martin Mills workers was that of "Skilled Craftsman."

"Unskilled Laborer" was the modal current job level for the spouse of the one-year black Martin Mills worker and for the spouses of the Cannery worker.

There was a bi-modal distribution for the current job level for the spouses of Domestic workers: "Skilled Craftsman" and "Unskilled Laborer." The modal job level for spouses of black Professional workers was "College Degree or Equivalent", and for the spouses of white Professional workers: "Skilled Craftsman."

On the average, the spouses of Martin Mills workers were in their current jobs between 0-4 years; followed by the Professionals, 5-9 years, then the Cannery 10-14 years, and finally the Domestics for 15-19 years.

The mothers of the white Martin Mills and Professional workers in general, did not work when they were growing up. The data on the mothers for the black Martin Mills and the Domestic workers reflect a bi-modal distribution: many of the mothers did not work, however, those who did work had "Unskilled Laborer" jobs.

The fathers of the workers in the experimental and control groups were rather similar in their occupational level - "Skilled Craftsman." There was a bi-modal distribution for the fathers of black Professional workers. If they were not employed as "Skilled Craftsman", then they had jobs as "Unskilled Laborers." The fathers of Domestic workers were chiefly employed as "Unskilled Laborers." Thus, over a generation, some changes are noted in the occupational level of the workers in the community.

Work Environment

The reasons why women enter the labor force are many and varied. However complex, the over-riding motivation for entering the world of work has been money (Hoffman, 1974). The overwhelming response of the women workers in the experimental and control groups to the question, "Why did you seek employment?" was "yes" to the alternative of money.

Table 5 reflects the weekly salary of the experimental and control groups. Salaries were adjusted for Martin Mills and Professional workers who are paid bi-weekly and monthly respectively. Table 6 shows a further breakdown by race for the salary of Martin Mills and Professional workers.

Insert Tables 5 and 6 about here

Domestic workers, as expected, earn the lowest weekly salary of all experimental and control groups. The majority (58.8%) of the Domestic workers earn between $26 - $50 per week. Only 20% earn more than this per week. In comparison, only 26.5% of the Cannery workers earn between $26 - $50 weekly. Approximately 53% earn between $51 - $75 per week. Martin Mills and Professional workers fared better in their weekly salary, with the majority earning between $101 - $150 and $151 - $175 weekly respectively.

Hoffman and Nye (1974) point that

> ...families without a working wife lag appreciably behind the income and level of living of all families. Part-time employment brings them to the average salary for their race, and full-time employment brings them well ahead of the average. For minority families, those without an employed wife are moderately deprived with respect to other minority families and extremely deprived compared with whites, but full-time employment of the wife moves them ahead of the average for both groups. (p. 29).

Table 5

Weekly Salaries of Experimental and Control Groups

Cannery

Salary	Freq.	%
0-25	-	-
26-50	9	265
51-75	18	52.9
76-100	7	20.6
Total	34	100

Domestic

Salary	Freq.	%
0-25	7	20.6
26-50	20	58.8
51-75	5	14.7
76-100	2	5.9
Total	34	100

Professional

Salary	Freq.	%
75-100	-	-
101-125	3	4.5
126-150	13	19.7
151-175	39	59.1
over 175	11	16.7
Total	66	100

Martin Mills

Salary	Freq.	%
50-100	30	37
101-150	49	60
151-200	2	2
201-250	-	-
Total	81	99.0

Table 6

Salary of Martin Mills
and Professional Groups

Professional				
Salary	Freq. B	Percent	Freq. W	Percent
300-400	-	-	-	-
401-500	1	3.2	2	5.7
501-600	4	12.9	9	25.7
601-700	21	67.7	18	51.4
over 700	5	16.1	6	17.1
Total	31	99.8	35	99.9

Martin Mills				
Salary	One year workers/race		3 year workers/race	
	1 W %	1 B %	3 W %	3 B %
100-200	7 53.8	4 36.4	4 16.7	15 45.5
201-300	6 46.2	7 63.6	18 75.0	18 54.5
301-400	- -	- -	2 8.3	- -
401-500	- -	- -	- -	- -
Total	13	11	24	33

Although the contribution made by the Domestic and Cannery workers is small, the economic future of their families would be bleak, even in this community, since their husbands are employed generally in "Unskilled Laborer" jobs.

Since the money earned by workers is not always retained, but is used for such things as child care expenses, food, added taxes, transportation, etc., other motivators, in addition to money, must be explored to determine the reasons why women enter the work force.

Other motivators concerned with the actual work environment were explored. For example, did the worker want different working conditions, did the worker have a lot of free time on her hands, was this the only opportunity available for work, or did the worker feel that she could do the job?

Professional workers indicated concern with the working conditions of the job. Specifically, all of the teachers who responded to this alternative (55) indicated their desire to work with children and young adults. These concerns dominated all other motivators, including money.

In addition to concerns about money, Cannery workers were motivated by the fact that "they could do the job." Domestic workers were similarly motivated, but a significant number of their responses also indicated that their decision to work was affected by the amount of free time and also that this job was the "only job" they could do (approximately 70%).

Martin Mills workers were analyzed in terms of years of employment and race. The majority of the three year workers responding indicated that in addition to money, they were working because of their "free time." This response was followed closely by an admission that "someone told them about the job." The order of reponses was slightly different for one year workers. After money, the reasons given for working were: (1) someone told them about the job; (2) free time.

The alternative, "soneone told you about the job," would seem to indicate prior motivation to enter the world of work. Once again, money may have been the primary motivator which steered them to ask others a bout the availability of a job. Thus, they responded "yes" to the alternative "someone told me about the job."

When Martin Mills workers were considered in terms of race, blacks responded as the one year workers, and whites as the the three year workers did. The responses of all the workers in the experimental and control groups were also analyzed in terms of age of worker, educational level of the worker and the ages of her children. The results were consistent with the data previously cited.

Even though the responses of the Martin Mills workers indicated that the actual working conditions were not a consideration for seeking employment, investigation in this area was pursued. Workers were asked: "Are there any situations different from that of your previous job?" The preciseness of the responses indicated the concern with the actual

working conditions. The following are some examples of the responses:

1. completely different
2. pay better
3. hours regular, work easier
4. air conditioned
5. pressures
6. supervisors/floor walkers
7. healthier environment, conditions better
8. meeting production
9. lunch break different
10. more interesting, meeting people
11. promotions not available.

Cannery and Domestic workers were asked if they ever considered working at Martin Mills. Twenty-five (25) of the Cannery workers said yes. However, of this number, 64% (16) said that they were never called to work after their initial application; six (6) either quit or were laid off; others gave personal or "job requirement" causes why they had not considered or were not now working at the new industry.

None of the thirty-five (35) Domestic workers considered employment at the new industry. Thirteen (13) said that they were too old to work there; four (4) gave health reasons (e.g., bad eyes, bad back, etc.); eleven (11) suggested work conditions (e.g., "don't like work-

ing in crowds; work too hard; too much pressure; too early to start work, etc.); the rest of the Domestic wrokers cited personal reasons (e.g., "I like what I'm doing; would interfere with home routine and with care of young children, etc.), for not working at the new industry.

Job Satisfaction

Table 7 reflects the level of job satisfaction for the experimental and control groups. The majority of all the workers (70% +) appear "somewhat or very satisfied" with their present jobs.

Insert Table 7 about here

A further analysis was done to determine among those who claim that they are "somewhat of very satisfied" with their jobs, if they had specific complaints about the job. Black and white Professional workers had complaints about problems with children (e.g., noisy, disrespectful, etc.), pay not good enough and having to do bus duty. Professional workers so complaining ranged from 31% to 44%.

Sixteen per cent (16%) of the Cannery workers generated their own complaints. Their complaints included: having to get up early in the mornings; standing up long periods; prejudice and dissatisfaction with pay.

The only specific complaint by Domestic workers was having to work when there's company (15%).

Table 7

JOB SATISFACTION

Group	Very/ Somewhat Satisfied	Very/ Somewhat Dissatisfied	Total
Professional			
Black	29	1	30
White	29	3	32
Cannery	31	1	32
Domestic	32	2	34
Martin Mills			
1 year	18	4	22
3 year	46	8	54
Martin Mills			
Black	36	8	44
White	28	4	32

Martin Mills one year workers who indicated overall satisfaction with their job complained about (1) vacations not lone enough (38%) and (2) that lunch is only forty-five (45) minutes (33%). Thirty-nine per cent (39%) of the three year Martin Mills workers complained about "having maternity and/or sick leaves without pay." Other complaints involved "vacations not long enough" and "having to work extra hours and sometimes on Saturdays" (26%). Three year workers also levelled complaints about "lunch being only forty-five (45) minutes and "being bored doing the same job (23%).

The specific complaints of Martin Mills workers were also viewed in terms of race. The major complaints of the white workers were "having to work extra hours and sometimes on Saturdays" (32%) and complaints about management and management policy (32%). The latter included complaints about supervisors, equipment breakage, having to bring in a doctor's excuse for absences, holiday and break schedules, expectations of management, etc.

The major complaint of the black Martin Mills worker was "having maternity and/or sick leaves without pay" (44%). Other specific complaints included: "vacations not long enough" (41%); "lunch only forty-five (45) minutes" (33%); "bored doing the same job" (30%). Almost twenty per cent (20%) of the complaints concerned "having to work extra hours and sometimes on Saturdays" and "no afternoon break."

Additionally, a Global Job Satisfaction score was derived for the experimental and control groups. The responses to items all pertaining to "job satisfaction" were used to derive this weighted score (See Appendix B, Section II, Questions 5,6,8,9,10,11). Positive scores indicated satisfaction; negative scores indicated dissatisfaction. Scores ranged from a -6 to a +41. Only five per cent (5%) of the Martin Mills workers had negative scores which indicated dissatisfaction. The other ninety-five per cent (95%) of the scores were positive with a normal distribution. The mode was scores between +18 and +21.

For the control groups, a low Global Job Satisfaction score indicated satisfaction and a high score indicated dissatisfaction. The scores ranged from +5 to +39 for Cannery workers. The mode was a score of 17. The majority of the Domestic workers received the lowest possible Global Job Satisfaction score for their group---a score of 32 (range 32 - 67). The Global Job Satisfaction score for black and white Professional workers indicated a distribution slightly skewed toward the high (dissatisfaction) end of the scale. A breakdown by race indicated that black Professional workers were located toward the high end of the scale.

Additionally, a Family-Husband Job Satisfaction score (See Appendix B, Section VIII, Questions 1,2,3,4,5) and a Children's Job Satisfaction score (See Appendix B, Section IV, Questions 3,4,5,6) were derived. The responses to these questions were obtained from the worker and not directly from the husband and/or children.

With high scores indicating satisfaction and a "neutral" point of +8, the data reflect the fact that the majority of all the husbands of Martin Mills workers (black, white, one year, three year) scored above the neutral point. Thus, their wives report that the husbands are satisfied with their jobs at Martin Mills. All of the children of the Martin Mills workers scored either at the neutral point (only 3) or above, indicating satisfaction.

The mode of the Family-Husband Job Satisfaction scores for the Cannery group falls at the neutral point, with approximately equal numbers falling above and below neutral. The scores for the children indicated satisfaction with their mother's job.

The FAmily-Husband scores for Professional workers indicated neutrality (41%) and dissatisfaction (35%) with the wife's job. The Professional workers perceive that the majority of their children (53%) are neutral about their jobs. Forty-five per cent (45%) of the scores indicated satisfaction.

Fifty-one per cent (51%) of the Family-Husband Job Satisfaction scores for the Domestic group were below the neutral point; twenty-three per cent (23%) were neutral and twenty-six per cent (26%) were above the neutral point. The children's satisfaction scores indicated neutrality and satisfaction. There were no scores below the neutral point.

The FAmily-Husband and Children's Job Satisfaction scores give an estimate of the satisfaction of family members with the job.

However, these are imprecise measures since scores were derived from the responses of workers and not directly from the family members themselves.

Children

Child Care Arrangements. Table 3 showed 76 children who were ≤ 5 years of age. If their mothers are in the labor force, then these children must be cared for by others. Mothers were asked about child care arrangements for their pre-schoolers. Fifteen (15) Martin Mills families had their pre-schoolers cared for by relatives. Equal numbers of families (9) relied on day care centers and "others" (i.e., non-relatives or family day care) to care for their pre-schoolers.

The mothers in the Cannery group relied on all three methods of child care. However, the mode for these families was care by relatives.

Black Professional workers made use of realtives predominantly for their child care arrangements. However, day care centers and "others" were also used. White Professional workers did not make use of relatives in their child care arrangements. They were more likely to employ "others" in their child care arrangements.

The Domestic group accounted for only one child ≤ five years of age. This pre-schooler was cared for by relatives.

Despite the availability of new day care facilities, the majority of the mothers in the experimental and control groups made use of

relatives in their child care arrangements. This fact could reflect the sense of family among blacks and Acadians in the community. There may also be a substantial difference in the cost of private (relative or "other") versus public (day care) child care arrangements. Whatever the reason, these data on child care arrangements are consistent with national trends for working mothers with children under six (Emlen and Perry, 1974).

Discipline. As in the homes of typical non-working mothers, the mothers in the experimental and control groups overwhelmingly claimed the major responsibility for disciplining the children in the family. The form of discipline differed for experimental and control groups. White Martin Mills workers gave a resounding "no" to the use of spanking as a method of discipline, while all other groups showed no clear-cut preference.

Sixty-seven per cent (67%) of the black and white Martin Mills workers said "yes" to using punishment (i.e., denial of privileges) as a form of discipline. White Professionals showed a tendency in that direction. Cannery, black Professional and Domestic workers showed no clear cut preference.

With the exception of the Cannery workers, all groups overwhelmingly said "yes" to the use of verbal interaction to handle discipline problems. Thus, it would appear that the mothers in the experimental and control groups may be using more than one method of discipline. Only in a few instances was the choice of method definite. One factor which

may be related to the method of discipline used is the number of behavior problems encountered by mothers.

The largest number of behavior problems---four (4) was reported by black Professional workers. White Professional and three year Martin Mills workers reported as many as three behavior problems with their children. All other groups reported a maximum of two behavior problems. Although the types of problems were similar---quarreling, fighting, resentment of authority, etc., the age and number of children would tend to inflate the actual frequency of behavior problems noted.

All mothers in the experimental and control groups assigned certain duties and responsibilities to their children. For example, responsibilities such as dusting, sweeping, mopping, making beds, doing dishes, taking out the garbage and picking up the trash in the yard were performed by all of the children of the mothers in the experimental and control groups. Washing and ironing clothes were done only by the children of the Cannery workers.

Cutting the grass and raking the leaves were done by the children of Martin Mills and Cannery workers. Since these are jobs traditionally performed by males, these results may reflect the actual number of males 6 - 19 years for the experimental and control groups.

With the exception of the Professional workers, the children from all of the other groups were expected to go to the grocery store. Cannery workers were divided on their response to baby-sitting. All

other groups responded negatively to having their children baby-sit. Additionally, Cannery workers were the only group to respond affirmatively to the responsibility of cooking. Finally, setting the table for a family meal was a responsibility performed by the children of all the groups except the Domestic group.

Academic Achievement. Due to the actual number of children in the elementary, junior and senior high grades and to the completeness of the academic records, only Martin Mills and Cannery children results are reported. The total reading and the total mathematics local percentages of the Metropolitan Achievement Test for 1973 and 1974 were used for comparison.

The changes in the 1973 to 1974 total reading scores showed a significant difference between the Martin Mills and Cannery groups ($t = 2.35$, $df = 74$, $p < .02$). The children in the Martin Mills group showed an improvement from 1973 to 1974, while the children in the Cannery group declined in their performance. When the data were grouped according to sex, Cannery children---especially males, accounted for the significant difference between the groups ($F = 5.18$, $df = 1$, $p < .025$). The results were consistent for grade grouping---4th through 8th grades versus 9th through 12th grades ($F = 4.67$, $df = 1$, $p < .05$). Cannery children showed a decline, especially in grades 4 - 8. The Martin Mills 4th through 8th graders were slightly better than 9th through 12th graders.

There was a significant difference between the two groups on mathematics scores (t = 2.40, df = 71, p .01). The mean for the Martin Mills children was 4.13, and for the Cannery children -5.62. Once again, the male Cannery children contributed most to the sexual differences noted between the two groups (F = 4.66, df = 1, p $<$.05). There were no significant grade differences. The analysis for years of employment (1 year vs. 3 years) yielded no significant differences.

Future Plans. Has Mother's new employment had an impact on the world-view of her children? Mothers in the experimental and control groups were asked about the future career plans of their children. Table 8 shows the career choices of the children as reported by their mothers.

Insert Table 8 about here

With the exception of the Martin Mills black one year workers, the overwhelming career choice was Level 1---a professional career. The majority of the other choices were clustered around Levels 2,3 and 4. Level 9---armed services was a choice among the children of the black workers. White Martin Mills workers' children indicated "marriage" as a future goal. Thus, the children in this small community do express, in general, high aspiration levels.

Table 8

Future Career Goal Choices (Percentages)

Job Levels (See Appendix C)

	N/A	1	2	3	4	5	6	7	8	9	10	11	12
MM, W, 1 year	59	18	-	-	-	-	-	-	6	6	6	6	-
MM, B, 1 year	75	8	17	-	-	-	-	-	-	-	-	-	-
MM, W, 3 year	38	18	13	8	5	-	-	-	-	5	3	13	-
MM, B, 3 year	31	55	-	5	2	-	-	-	-	7	-	-	-
Cannery	24	48	4	4	16	-	-	-	-	4	-	-	-
W Professional	-	94	-	6	-	-	-	-	-	-	-	-	-
B Professional	-	80	-	-	7	-	-	-	-	13	-	-	-
Domestic	-	75	-	13	-	-	-	-	-	13	-	-	-

Family Relationship

The working mother is a unique personality. She functions on the job, at home with husband and children and generally assumes major responsibility for household chores. To explore the impact of employment on this area, a series of questions were asked about these concerns.

Martin Mills. The majority of the workers (66%) said that the amount of time spent with family was "enough." Thirty-two per cent (32%) felt that they needed more time for family. On the average, the white one and three year workers were up in the mornings between 5:00 - 5:29 a.m., while the mode for black one and three year workers was 6:00 - 6:29 a.m. Approximately half of the workers admitted having household chores to do in the mornings. The majority had one (1) or two (2) chores to perform. With the workday ending at 4:00 p.m. for approximately all workers, the majority of the women indicated having to do chores---even as many as three (3) or four (4) when they returned home. Thus, the majority of the workers are in bed between 10:00 - 10:59 p.m. Although the modal response for black three year workers was 9:00 - 9:59 p.m., there were instances of individuals in this group getting to bed between 11:00 p.m. - 1:59 a.m.

Cannery. Seventy-two per cent (72%) of the workers indicated that there was "enough" time to spend with family members. Although it took workers approximately twenty (20) minutes to get to work, the majority

of the workers reported getting up in the mornings between 5:00 - 5:29 a.m. Most workers admitted having to do one chore in the mornings. Similar to the Martin Mills workers, the Cannery workers ended their day around 4:00 p.m. and then came home to perform one or two chores. The majority of the Cannery workers (65%) are in bed by 9:59p.m. Only thirteen per cent (13%) stay awake as late as 11:59 p.m.

Professional. White Professionals overwhelmingly indicated having enough time to spend with family. Black Professionals were equally divided between having "enough time" and "needing more time" to spend with family members. The majority of black Professionals were up between 6:00 - 6:29 a.m., while white Professionals got up one-half hour later. There were instances of Professional workers getting up as early as 5:00 a.m. Slightly more than half of the Professional workers indicated having to do chores in the mornings. The modal number of chores was two for blacks and one for whites. With school ending before 4:00 p.m., sixty-two (62) of the sixty-six (66) Professional workers go home to afternoon chores---sometimes as many as four or five. The majority of the Professional workers get to bed between 10:00 - 10:59 p.m. A small number of workers get to bed by 12:59 a.m.

Domestics. The majority of the Domestic workers indicated that they did have enough time to spend with families. Although some workers get up as early as 5:00 a.m., the bi-modal times were 6:30 - 6:59 and 7:00 - 7:29 a.m. Only one chore was performed by the majority of the

workers in the mornings. The majority of the Domestic workers ended their workday before 2:00 p.m., and then went home to perform one afternoon chore. Most Domestic workers were in bed between 10:00 - 10:59 p.m.

As a reliability check on the amount of time workers had to spend with their families, specific questions concerning their usage of time were asked. Twenty-one per cent (21%) of the Martin Mills workers said that they had no time to relax. The mode for white one and three year workers was "over two hours" to relax. One - two hours was the mode for black one and three year workers. Only thirteen per cent (13%) of the workers "had no time to watch television. The majority of the workers had time to watch between 1 - 3 hours of television nightly. All workers indicated available time to visit with relatives. The white one year workers indicated no established pattern for visitation, while black one year workers generally visited relatives daily. Three year workers visited relatives once a week.

One-third of the Cannery workers had no time to relax. Many of the other workers had over two hours to relax. Despite the large number of people with no time to relax, only 18% did not watch television nightly. The majority watched between 3 - 5 hours nightly. Thirty-two per cent (32%) of the workers were able to visit relatives daily. Fifty per cent (50%) of the workers were able to visit relatives once or more per week.

Black Professionals had over two hours to relax, while white Professionals had between on and two hours. The majority of the Professionals indicated having 1 - 3 hours or less to watch television. If not daily, then at least one or two times per week Professionals spent visiting relatives.

Domestic workers had over two hours to relax nightly, with one to three hours to watch television. Twenty-six per cent (26%) watched over three hours of television nightly. There was no real visiting pattern evidenced.

Index of Family Togetherness. An Index of Family Togetherness was developed based on the various activities that family members could engage in as a group (See Appendix B, Section V, Questions 2,3,4,5,6,7,8,10). Eight possible activities ranging from eating meals, going to church, to going shopping together were explored. Martin Mills and Professional workers responded "yes" to more than half of the activities, while Domestic and Cannery workers engaged in less than half of the activities. The family members in all of the groups went shopping and attended church services together. Domestic workers who earn the lowest salaries generally responded "no" to engaging in activities which involved money such as eating out, attending athletic events, going to movies and picnics. In general, Cannery workers did not indicate clear-cut behavior patterns. The "yes" responses of Martin Mills workers to eating out, attending athletic events, etc. were contributed to more by black three year workers.

Index of Family Social Activity Level. A cluster of questions (See Appendix B, Section V, Questions 15,16,17,18,19,20) concerning scoial activities families might engage in, provided the basis for the development of this Index of Family Social Activity Level. The majority of Martin Mills workers were not likely to entertain or give parties. However, black one year workers were likely to give small parties. Workers were also unlikely to have card games or frequent night clubs (79% and 61% respectively). Those who did go to night clubs, usually went once a week. Being invited to parties, or having barbeques happened infrequently---generally once in several months.

Cannery workers were low on this index---responding yes to only two activities: barbeques and being invited to parties. Professional workers, on the other hand, were high in their social activity level ---preferring to entertain, give parties, etc., rather than go out to places away from home for entertainment.

The majority of the Domestic workers responded no to all items in the cluster on social activity level.

Comradeship. As workers enter employment outside of the home and private households, they begin to encounter new people. One effect of employment is the degree of interaction which exists between the worker and other employees. A series of questions (See Appendix B, Section VI, Questions 1,2,3,5,6) were asked. Although fifty-one per cent (51%) of the Martin Mills workers responded "no" to visiting other employees who are not relatives, the majority of the black one and three year

workers responded affirmatively. No clear-cut pattern emerged in terms of pooling rides and being invited to the homes of other employees. Martin Mills workers definitely did not attend social activities together. They did, however, associate more frequently with employees working in the same unit. Overall, the degree of comradeship among Martin Mills workers did not appear to be high.

The overwhelming response of Cannery workers was "no" to visiting, attending social activities, sharing meals with other workers. They, like Martin Mills workers associated with others working the same shift.

Unlike the Cannery and Martin Mills workers, Professional workers overwhelmingly visited and invited other teachers over to their homes. Their children were allowed to play with the children of other teachers. Fifty-eight per cent (58%) said no to pooling rides with others.

Data were not reported for Domestic workers since their work situation is different and individualized.

Use of Income - Family Plans

An important impact on the family unit is the use of the added income provided by the employment of the working woman in the family. How and on what is the money being spent? Are life styles changing for the family members? What are the future plans of the family?

Martin Mills. Only 11% of the workers had no bank accounts. However, sixty-two per cent (62%) had both checking and savings ac-

counts. Ninety-three per cent (93%) of the workers owned cars. Sixty per cent (60%) of the white three year workers bought new cars and made other purchases of household appliances (45%). All other Martin Mills workers made no purchases of major appliances such as refrigerators, televisions and cars.

In trying to handle the increase cost of food and gas, the majority of the Martin Mills workers stocked up in the freezer, caught sales and canned food products. Forty-six per cent (46%) of the workers---especially black three year workers were likely to pool cars to go to work.

Fifty-nine per cent (59%) of the workers did not subscribe to any magazines. Those who did subscribe were likely to have one or two magazine subscriptions. These magazines included popular (e.g., Reader's Digest, Better Homes and Gardens, Good Housekeeping, etc.), ethnic (e.g., Jet, Ebony, Essence), news and trade magazines. Fifty-three per cent (53%) of the workers did not subscribe to any newspapers. Only one local newspaper was likely to come to their homes.

All workers were asked if they had any special plans for the future for themselves, their husbands and their children. The majority (55%) of the workers---especially black three year workers had plans for the future. Most of the future plans concerned building, adding on and/or remodeling their homes. There were also hopes for a better life.

Sixty per cent (60%) of the workers did not indicate any special plans for their husbands. The future plans of the 40% centered around a better job---a better way of life. The education of the children was the special future goal for all of the workers.

Cannery. Sixty-five per cent (65%) of the Cannery workers had no bank account. One-third of those with bank accounts had both checking and saving accounts. No major purchases of cars and other household appliances were reported, although only half of the workers owned a car. In order to economize on food and gas bills, Cannery workers, like the Martin Mills workers, were likely to stock up in the freezer, catch sales, can food products and pool rides.

Eighty-two per cent (82%) of the workers had no magazine subscriptions. One magazine was the mode for those who did subscribe. Seventy per cent (70%) had no newspaper subscription. Similarly, only one local newspaper entered the home. The particular subscriptions were similar to the Martin Mills group.

Future goals were expressed for themselves and for their children. Getting a better job and a better home were the worker's special plans for herself. Education and successful vocations were the goals for her children.

Professional. All Professional workers had bank accounts. Eighty-two per cent (82%) had both checking and saving accounts. All owned cars except one worker. No major purchases of appliances were made. In general, Professionals indicated the same responses to handling

food and gas. Only 15% and 13% had no subscriptions to magazines or newspapers respectively. Sixty per cent (60%) had as many as four magazine subscriptions, while seventy-nine (79%) had at least two local newspaper subscriptions.

Professional workers conveyed future plans of travel, home ownership and job concerns for themselves. The goals for their children included an education and personal happiness.

Domestic. Twenty-three per cent (23%) of the workers had no bank account. Of those with bank accounts, thirty per cent (30%) had both checking and savings accounts. With sixty per cent (60%) of the workers not owning a car, no purchases of major appliances were reported. The same methods as other groups were used to save money on the cost of food and gas. The majority of the workers (88%) subscribed to no magazine. Forty-nine per cent (49%) subscribed to one local newspaper. The majority of the workers responded "no" to having any special plans for the future either for themselves, their husbands or their children. The age of the worker, her children, and her marital status are factors in the responses of Domestic workers to this question.

Although the majority of the experimental and control groups expressed specific plans for the future of their children, the overwhelming response to the question, "Do you want more children?", was "no." Professional workers and black one year Martin Mills workers were equally divided in their responses. In general, Hoffman (1974)

has pointed out, that the birth rate decreases when women are in the labor force.

Chapter IV

Discussion

The economic crisis of the nation has been and is still being felt in the large cities of the North and the small towns of the South. The response to this problem, of necessity, has been different. The South, with its traditional agrarian economy, has sought to alleviate the problems of unemployment, inflation, under-employment, etc., generally by attracting new industry to the area. It was this motivation and the bleak economic climate of unemployment, poverty, lack of educational achievement which led the officials of St. Martin Parish to conduct a labor survey in December, 1968. Their efforts were successful, and in 1970 a new industry, a textile plant, located in the community. Since that time, the major concern has been with the economic impact of the new industry on the community. Data which reflect the fact that sales taxes have increased, welfare rolls have declined, new bank accounts have been opened, have all been well received.

As economic change comes to a community, the people in that community, however, are also changed in some way. The purpose of this research project was to investigate the impact on the family unit when Mother is employed in a new, non-traditional job in the community.

One aspect of the research project was to look at the impact of change over time. Comparisons of race, women workers in other traditional jobs in the community and child-rearing practices and concerns

were among the other major areas investigated. In general, the results indicated no real differences in the groups based on years of employment, except in a few areas. For example, the majority of the three year workers, as expected, earned higher salaries, and in addition to money were working because of free time. Although both one and three year workers were satisfied with the job, the three year workers specifically complained about being "bored with doing the same job". Three year workers reported more behavior problems with their children than one year workers.

It had been anticipated that differences based on years of employment would be reflected in areas of family life related to overall adjustment, home organization and management and the use of the added income. Three year workers would be predicted to have been acclimatized to the new work situation. Thus, adjustment to the job, coping with family problems would all be better handled by the worker who had been employed in the job longer.

The employment at Martin Mills was a new experience for all workers. As yet, the new industry has not taken on a specific characteristic of its own. The other traditional jobs in the community have existed for longer periods. Investigation of these same Martin Mills employees after perhaps two more years of employment (i.e., 3 years vs. 5 years of employment) may reveal differences based on the actual length of time spent in the new industry.

Racial differences were evident between the Martin Mills workers. The demographic data reflect the fact that the new industry has attracted young, married women with school age children. These data are consistent with the national trends (U.S. Department of Labor, 1972; Bronfenbrenner, 1975). The new industry was especially attractive to young black women who previously had been employed in unskilled jobs. They viewed this job as an opportunity to earn more money and help contribute to a better way of life for their families. On the other hand, white women, who traditionally have not entered the labor force as readily as black women did so because of free time, then also because of money.

Nye (1974) points out that women with better education move into the labor force faster and achieve higher level jobs than those with little education. The responses to the new jobs at Martin Mills were made by a majority of women who had completed two years of high school. They saw this job as a good job---a better paying job. This was especially true of black women with high school experience. They quickly moved from Domestic and Cannery jobs to skilled jobs at Martin Mills.

Even though Martin Mills workers have not yet developed a truly unique life style, the black workers are different, in many aspects, from the white Martin Mills workers. They no longer completely resemble the Cannery and Domestic workers who still remain in these jobs. It would appear that the new black Martin Mills workers saw their job,

with its new requirements, as a challenge which they could meet and handle successfully. Despite the obvious increase in salary, the majority of the Domestic and Cannery workers did not consider working at the new industry because of the different work environment (i.e., working with many other workers, pressures, making a production, etc.) and because of the personal requirements of the job. Many indicated that they knew that they could do their present jobs.

White Martin Mills workers, the majority of whom had been housewives, were concerned with the job and its possible encroachment on their free time. Their specific complaints centered around having to work extra hours and on Saturdays. Black workers had a different orientation. Because of their previous work experience their concerns centered around the fringe benefits provided by the job. The major complaint was having maternity and/or sick leave without pay. Despite the complaints, both black and white Martin Mills workers, their husbands and children expressed satisfaction with the job.

The husbands of Professional and Domestic workers were reported as being neutral or dissatisfied with their wives' jobs. The majority of the children's satisfaction score for the Professional group indicated neutrality. As mentioned previously, the husbands and children were not interviewed personally. The data, in every instance, are not completely consistent with the reported responses of the husbands and children of Professional workers to discrete items pertaining

to complaints and/or dissatisfaction with the job. An important consideration is the fact that the worker's own motivation for working may influence her evaluation of the degree of satisfaction of the other family members with her job.

A high level of similarity between black and white Martin Mills workers was evidenced in areas concerned with children. For example, pre-school children were cared for by relatives, discipline involved a variety of methods---especially verbal interaction, a number of responsibilities and duties were expected of children, and a high academic achievement level was noted in mathematics and in reading.

The children of the Martin Mills workers showed an improvement from 1973 to 1974 in their reading and mathematics scores. This difference in performance of Martin Mills children and Cannery children may not necessarily reflect a difference in the time spent with children, the encouragement and interest of parents, but rather the fact that parents of the Martin Mills children have all attended several years of high school. Thus, they may be in a better position to help their children in the areas of reading and mathematics. The viability of this explanation is further borne out by the fact taht a larger proportion of Martin Mills workers subscribe to newspapers and magazines than did Cannery workers. In addition to educational achievement level

differences, the financial cost of subscriptions must be considered a factor.

There were slight differences in the future career choices of white and black Martin Mills workers' children. Although the children of both groups overwhelmingly chose professional careers, the children of the white workers were also more likely to indicate marmaige as a future goal. The Armed Services was a specific career choice of black three year workers. This response was similar to the blacks in the three control groups. Traditionally, blacks have been over-represented in the Armed Services. However, the creation of the Volunteer Army with its bonuses, educational, health, VA housing benefits and job security in the midst of the current inflation and unemployment, has caused many more young people to view it as viable career option.

In the area of "FAmily Relationship" Martin Mills workers began to emerge as a distinct group. Martin Mills workers appeared to be moving toward Professional workers in their family activities. For example, only Martin Mills and Professional workers were high on the Index of Family Togetherness. Black three year workers were especially likely to engage in many activities as a family unit. In the "Use of Income" Martin Mills workers were unlike Cannery and Domestic workers. Instead, like Professional workers, they were more likely to have both

a checking and savings account. With increased funds, the views about usage changed. Savings were emphasized more than new purchases. Martin Mills workers were unlike Professional workers, however, on the Indices of Family Social Activity Level and Comradeship. Professionals did more entertaining and socializing with other Professional workers. Martin Mills workers showed trends in those directions.

Despite the material benefits derived from the employment at the new industry, the black workers still exhibited behavior characteristic of black families. Robert Hill (1971) views black families as being strong in many areas. One such area of strength is the strong kinship bonds. Family membership extends beyond the nuclear family. Even though the black Martin Mills workers indicated having only between 1 - 2 hours to relax, relatives were visited if not daily, then once a week. In the area of child-care, relatives were relied upon to care for pre-school children. Other areas of strength such as work, achievement and a strong religious orientation were also evident in the behaviors of the black workers at the new industry. Thus, despite the changes, the worker is still a part of the community.

Chapter V

Recommendations

Other communities, similar to St. Martinville, are actively trying to attract new industry. Although, initially many individuals will be attracted to the industry, more detailed information about the effect of new employment is necessary to insure the worker's successful adjustment with herslef, her job and her home life. The following recommendations have emerged from the reults of the research project:

1. More direct interaction (interviews) with the husbands of the workers. Even if husbands express satisfaction with the job, marital conflict and tensions may still be present with the marriage.
2. More direct interaction with the children of the family. Personality characteristics and career choices of the children can best be assessed by interviewing the children.
3. Industry is encouraged to provide avenues for promotions.
4. Industry is encouraged to provide departments (channels) for handling worker complaints.
5. Reinforcement, other than financial benefits, are needed. As workers become bored with assembly-line jobs, the "turn-over" rate increases. Ways to insure work-commitment

are necessary for the successful location of a new industry in a community.

6. Coordination of the new industry with the school system can help to provide "good" workers to the industry in the future.

Chapter VI

Summary

This research project was designed to examine the consequences to the nuclear family when Mother is employed in a new, better-paying and non-traditional type of employment in a community. Specific areas investigated included: the new work environment and its specific requirments; leisure time spent with other employees of the new industry; the family's personal interaction; the actual nature and amount of time the mother spends with the children in the home; the general use of the added income and the future plans and goals of the family members.

In general, very few findings were related to the actual length of employment in the new industry. Three year workers earned better salaries and expressed a different motivation toward work. Their children exhibited more behavior problems.

Racial differences were a factor in the results. Black women were more likely to enter into employment at the new industry. Their complaints about the job involved the fringe benefits of the job, rather than the specific requirements of the job. Both black and white workers, their husbands and children expressed satisfaction with the job. The children of the workers showed improvement in reading and mathematics over a one year period.

The families of the workers in the new industry appeared to be

different from the workers in the traditional jobs of the community in significant areas of family relationship. Thus, the workers in the new industry were seen as emerging into a new group in the community.

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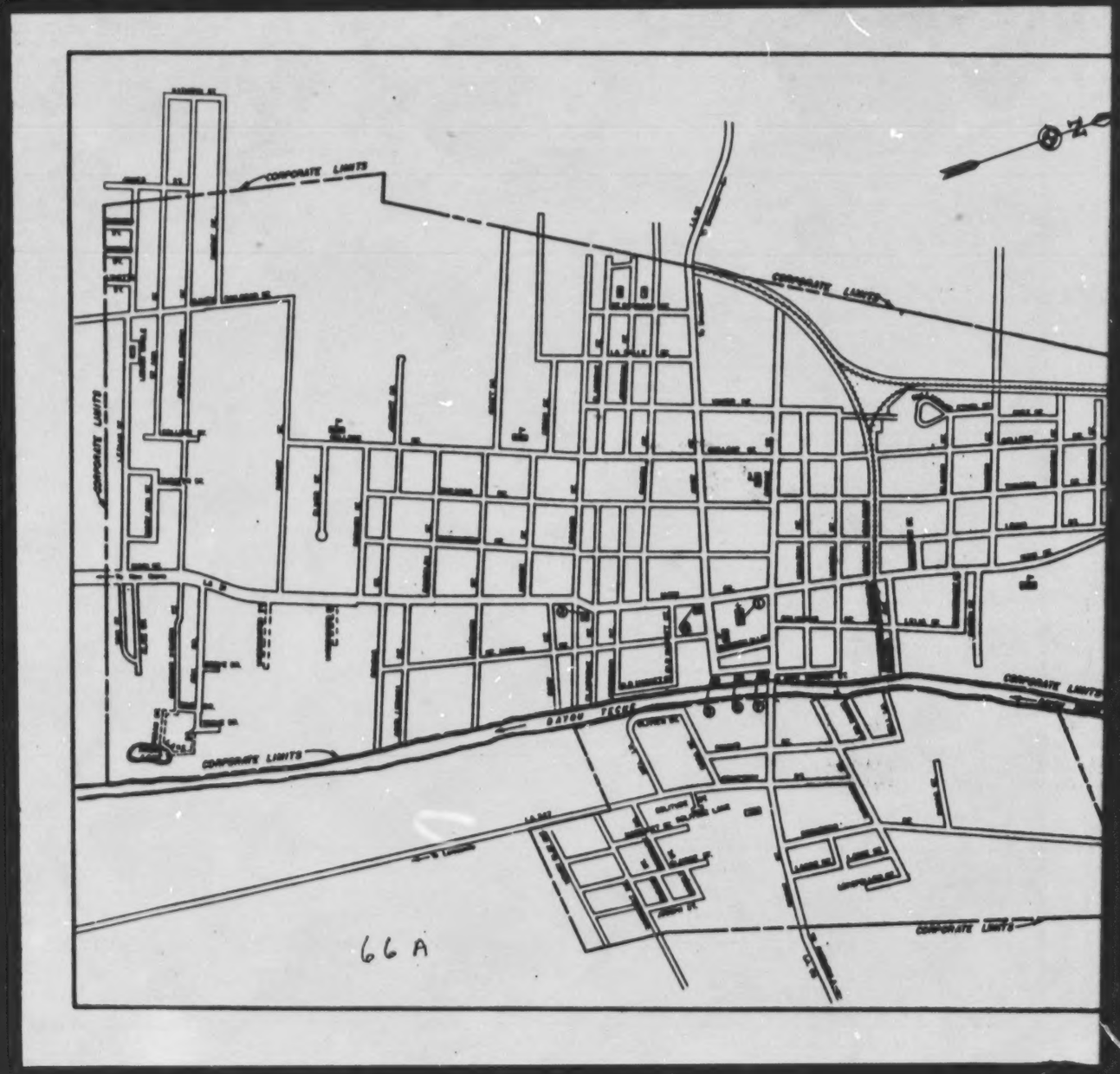
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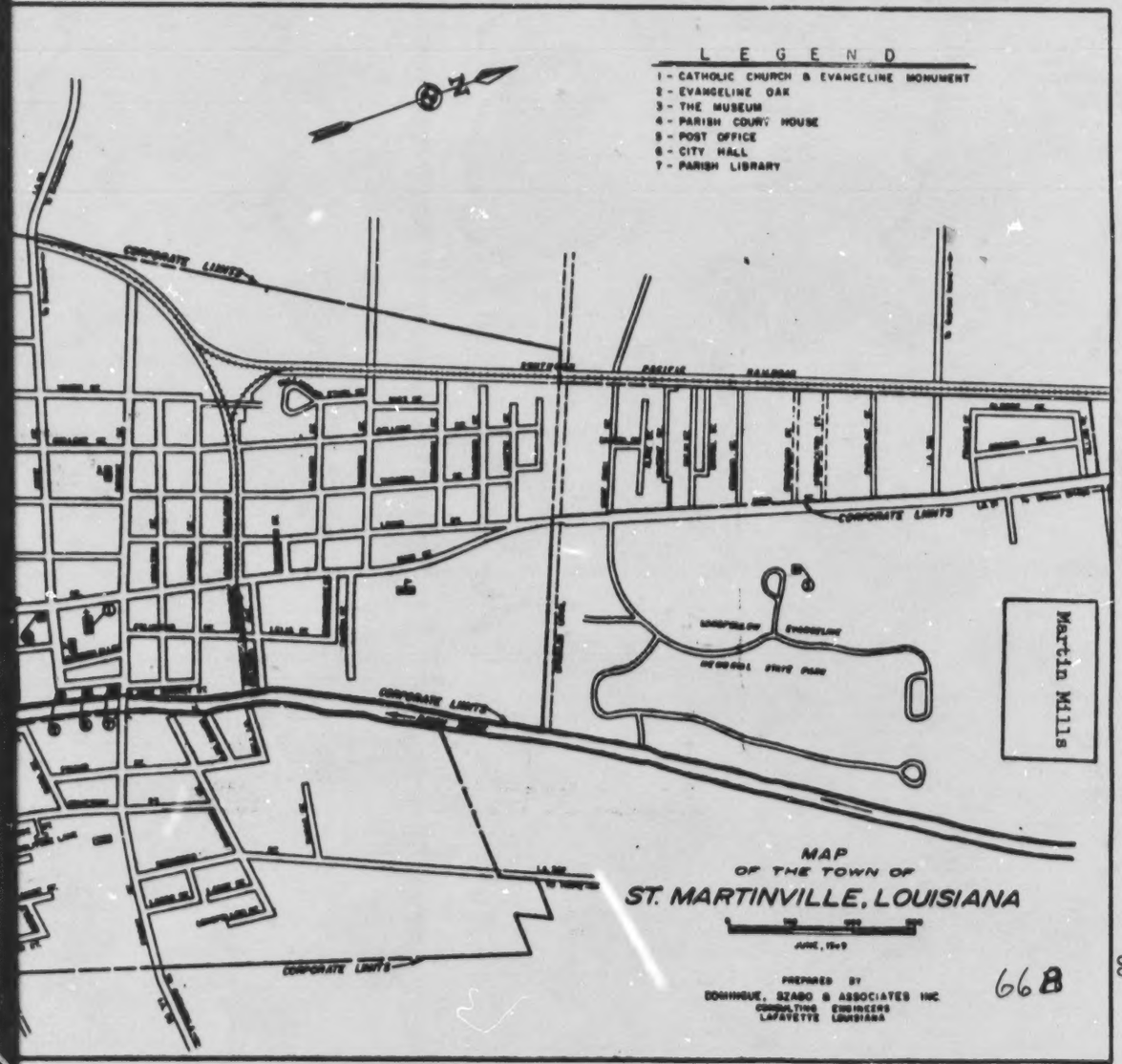
L E G E N D
1 - CATHOLIC CHURCH & EVANGELINE MONUMENT
2 - EVANGELINE OAK
3 - THE MUSEUM
4 - PARISH COURT HOUSE
5 - POST OFFICE
6 - CITY HALL
7 - PARISH LIBRARY
CORPORATE LIMITS
CORPORATE LIMITS
CORPORATE LIMITS
CORPORATE LIMITS
Martin Mills
MAP
OF THE TOWN OF
ST. MARTINVILLE, LOUISIANA
PREPARED BY
DOMINGUE, SZABO & ASSOCIATES INC.
CONSULTING ENGINEERS
LAFAYETTE LOUISIANA
66 B

APPENDIX B

INTERVIEW QUESTIONNAIRE *

I. Background Data

1. Name _____

2. Age: 18 - 25
26 - 33
34 - 41
42 - 49
50 - 57
58 - 65

3. Who lives here with you? (Get names of children)

_____

_____

4. Marital Status:
Married _____, How long _____
Widowed _____
Divorced _____
Separated/Deserted _____
Single _____

5. Children: (In order)

Age	Name	Sex

6. Salary Range: (On the average)
_____ $100 - $200 every two weeks
_____ $201 - $300 every two weeks
_____ $301 - $400 every two weeks
_____ $401 - $500 every two weeks

7. Did you attend school? Yes ____ No ____
If yes, what is the last grade completed? _____

8. If married, did your husband attend school? Yes ____ No ____
If yes, what is the last grade completed? _____

9. Did your mother work while you were in elementary school? Yes ____ No ____ What was the job?

10. What kind of work did your father (man of the house) do while you were in elementary school? _____

_____

II. Evaluation of new work situation and its effect on life style (problems, pressures, motivation, reinforcements)

1. Why did you seek employment at Martin Mills?
   Did someone tell you about Martin Mills? Yes ____ No ____
   Did you want to make some more money? Yes ____ No ____
   Did you want a different working condition? Yes ____ No ____
   Did you have a lot of free time on your hands? Yes ____ No ____

2. What was your previous employment? _____

_____

3. If married, where does your spouse work? _____

_____How long?_____

4. What is the exact nature of your employment? In other words, What do you do? _____
   Which unit do you work in? _____

5. How do you like your job? Are you:
   _____ very satisfied
   _____ somewhat satisfied
   _____ neither satisfied nor dissatisfied
   _____ somewhat dissatisfied
   _____ very dissatisfied

6. Are there things which you dislike about your job? For example:
   _____ hours of employment too long? Yes ____ No ____
   _____ having to work too fast to make daily production? Yes ____ No ____
   _____ having to work extra hours and sometimes on Saturdays? Yes ____ No ____
   _____ not being able to change units? Yes ____ No ____
   _____ having maternity and/or sick leaves without pay? Yes ____ No ____
   _____ bored doing the some job? Yes ____ No ____
   _____ vacations not long enough? Yes ____ No ____
   _____ not having any afternoon break? Yes ____ No ____
   _____ that lunch is only 45 minutes? Yes ____ No ____

_____ other _____

_____

7. Are any of the situations described different from that of your previous job? Yes ____ No ____ If yes, how different?

_____

_____

8. Do you consider your new job at Martin Mills a better job than your last one? Yes ____ No ____

9. Is the pay better at Martin Mills? Yes ____ No ____

10. Do you ever try to make above your production? Yes ____ No ____ If yes, why?
    ____ to make extra money? Yes ____ No ____
    ____ pride in being able to do a job well? Yes ____ No ____
    ____ one has to put in the hours anyway? Yes ____ No ____

    ____ other _____

    _____

    _____

11. Have you missed any days of work because of illness in the last six (6) months? Yes ____ No ____ If yes, how many?
    _____ 1 day
    _____ 3 days
    _____ 6 days
    _____ 1 week
    _____ 1½ weeks
    _____ 2 weeks or more

III. Effects of employment on child-care patterns.

1. (If pre-school child) How is your pre-school child taken care of?
    _____ Day Care Center? Yes ____ No ____
    _____ Relatives? Yes ____ No ____

    _____ other _____

2. Have you ever missed any days of work because you had to take a child to the doctor or dentist? Yes ____ No ____
   If yes, how often?
    _____ once a week
    _____ more than once a week

_____ once a month or more

3. Do your children have responsibilities they must meet around the home? Detail.
   ____ dust, sweep, mop. Yes ____ No ____
   ____ taking out garbage. Yes ____ No ____
   ____ making up beds. Yes ____ No ____
   ____ washing clothes. Yes ____ No ____
   ____ ironing clothes. Yes ____ No ____
   ____ washing dishes. Yes ____ No ____
   ____ raking leaves. Yes ____ No ____
   ____ picking up trash in the yard. Yes ____ No ____
   ____ going to grocery store. Yes ____ No ____
   ____ baby-sitting. Yes ____ No ____
   ____ cutting the grass. Yes ____ No ____
   ____ cooking meals. Yes ____ No ____
   ____ setting table for meals. Yes ____ No ____

4. What are the major discipline problems with your children? (Suggestions: fighting; quarreling; lying; stealing;etc.)

   _____

   _____

   _____

   _____

5. Does Mother do more of the discipling? Yes ____ No ____

6. Does Father do more of the discipling? Yes ____ No ____

7. How is discipline handled?
   ____Spanking (Physical) Yes ____ No ____
   ____ Punishment (Verbal Reprimand) Yes ____ No ____
   ____ Talking (Verbal Explanation - why) Yes ____ No ____

   ____ Other _____

   _____

   _____

IV. Effects on child development, personality (especially achievement motivation, esteem for job, own school-work orientation)*

1. Which schools do your children attend?

   (chart on next page)

   * actual school records will be obtained.

Name (of child)	Grade	School

2. How are your children performing in school?

____ Well _____

____ Fair _____

____ Poor _____

3. Do children complain about your job? Yes ____ No ____
If yes, what is the nature of the complaint:
____ Not enough time spent with them Yes ____ No ____
____ Have to take on too many responsibilities. Yes ____ No ____
____ You expect too much from them. Yes ___No ___
____ Must get up too early. Yes ____ No ____
____ Too many arguments. Yes ____ No ____

____ Other: _____

_____

_____

4. Do they like the fact that you work at Martin Mills? Yes ___

No ____ If yes, why? _____

_____

_____

5. Are they proud of your job? Yes ____ No ____

6. Do children express any desire to work for Martin Mills when they are of age? Yes ____ No ____

7. What do they want to become when they grow up? _____

_____

V. Effects on leisure time for family -- does the employee do work at home -- vacation patterns -- extended family contacts.

1. In your opinion, is the amount of time you spend with family:
   _____ enough
   _____ not enough, need more time
   _____ too much, should spend less time

2. Do you sit down together at meals as a family (Mother, Father, children)? Yes ___ No ___ If yes, how often?
   _____ every night
   _____ one night a week
   _____ more than one night a week
   _____ other

3. Do you (and your family) eat out? Yes ____ No ____ If yes, how often?
   _____ once a week Yes ____ No ____
   _____ two or more times per week Yes ____ No ____
   _____ once every two weeks Yes ___ No ____
   _____ once a month Yes ____ No ____

4. Do you (and your family) attend church (together)? Yes ____ No ____ If yes, how often?
   _____ every Sunday Yes ____ No ____
   _____ every other Sunday Yes ____ No ____
   _____ once a month Yes ____ No ____

5. Do you take (family trips)? Yes ____ No ____
   If yes, where _____. Also, how often?
   ____ once a week
   ____ once every two weeks
   ____ once a month
   ____ other _____

6. Do you (and your family) go on picnics? Yes ____ No ____
   If yes, how often?
   _____ Once a week
   _____ Once every two weeks
   _____ Once a month

7. Do you (and your family) go shopping (together) (e.g. Northgate Mall)? Yes ____ No ___ If yes, how often?
   ____ every week-end
   ____ every two weeks
   ____ once a month
   ____ other

8. Do you (and your family) attend athletic events (together)? Yes ____ No ____ If yes, how often?

____ once a week
____ once every two weeks
____ once a month

9. How often do you (and your family) visit relatives? (Specify relative)
____ daily
____ 2 or 3 times per week
____ once a week
____ once every two weeks
____ once a month
____ never

10. Do you (and your family) attend movies? Yes ____ No ____
If yes, how often?
____ once a week
____ once every two weeks
____ once a month

11. Tell me about a typical work day.
____ What time do you get up? _____
____ Do you cook breakfast in the mornings? _____
___ Do you do house hold chores in the morning?
_____(Specify)
____ What time do you leave for work _____How long does it take
____ When is your break at work? _____How long? _____
____ What do you eat for lunch and where do you eat lunch? _____
____ Do you have an afternoon break? ____ How long? _____
____ What time do you end work each day? _____
____ Do you have any chores to do when you get home?
_____(Specify)
____ Do you have any time to relax? ____ How much time? _____
____ What time do you get to bed at night?_____

12. When you are not working, what do you do? That is, Saturdays and Sundays? _____

_____

_____

_____

13. Do you watch television? Yes ____ No____
If yes, how much time?
____ 1 hour or less _____
____ 1 - 3 hours per night _____
____ 3 - 5 hours per night _____
____ 5 - 7 hours per night _____
____ 7 - 9 hours per night _____
____ other _____

14. If you had <u>one</u> day off from work, what would you do?

Describe. _____

_____

_____

15. Do you entertain? Yes ____ No ____ How often _____

16. Do you have parties? Yes ____ No ____
(Large ____ Small ____)

17. Do you have barbeques? Yes ____ No ____ How often?_____

18. Do you have card and/or pokena games? Yes ____ No ____
How often? _____

19. Are you invited to parties? Yes ____ No ____ How often?
_____By whom _____(family, acquaintance)

20. Do you go to night clubs? Yes ____ No ____ How often?
_____

21. Do you belong to any clubs or groups? Yes ____ No ____
If yes, which ones? _____

_____

VI. <u>Effects as far as social life connections with other employees' families versus own extended groups</u>.

1. Do you ever visit the homes of other Martin Mills employees who are NOT relatives? Yes ____ No ____ How often?_____

2. Do you ever invite other Martin Mills employees who are <u>NOT</u> relatives to your home? Yes ____ No ____ How often? _____
_____What occasion? (coffee, party, talk, etc.)

_____

3. Do you pool cars or ride to work with other Martin Mills employees? Yes ____ No ____

4. (If children) Do your children play with the children of other Martin Mills employees (who are not relatives) Yes ____ No ____ How often? _____

5. Do you ever attend any social or other activity with employees of Martin Mills who are not relatives? Yes ____ No ____ How often? _____ Specify the occasion

_____

6. Do most of the Martin Mills employees that you associate with work in your unit? Yes ____ No ____

VII. Effects on family planning -- general use of added income.

1. Do you have a bank account? Yes _____ No _____
   _____ Checking _____
   _____ savings _____
   _____ both _____

2. Have you bought any new major appliances? Yes ____ No ____
   _____ Refrigerator _____
   _____ Television _____
   _____ Car _____
   _____ Other _____

3. Do you own a car? Yes ____ No ____ If yes, year _____

   model _____

4. Do you subscribe to any magazines? Yes ____ No ____

   _____

   _____

5. Do you subscribe to any newspapers? Yes ____ No ____

   If yes, which ones? _____

6. Considering the cost of living, how do you handle an area like food?

   _____ Stock up in the freezer _____

   _____ Catch sales _____

   _____ Can food _____

_____ Fishing _____

_____ Gardening _____

_____ Hunting _____

_____ Other _____

7. An area like gas?

_____ Form car pool _____

_____ Walk more _____

_____ Use a bicycle _____

_____ Other _____

8. you and your husband want more children? Yes ___ No ___

VIII. Effects on employee's relationship with other members of the family and her evaluation of her new life situation.
(If married, ask questions 1, 2, 3)

1. Do you find that since your employment, your husband complains about:
   _____meals not being on time _____
   _____ house not clean _____
   _____ children out of hand _____
   _____ other _____

2. Does your husband comment that he's glad that you are working?
   Yes ____ No ____

3. Did your husband or children ever ask you to stop working or show displeasure at the fact that you are working?
   Yes ____ No ____

4. Do family members complain that you are grouchy? Yes ____
   No ____

5. Do family members complain that you are unpleasant?
   Yes ____ No ____

6. Do you have any special plans for the future:
   _____for your self (to do, to buy, to see happen)

   _____

   _____

_____ for your husband _____

_____

_____

_____ for your children _____

_____

_____

* Certain questions were altered to make them applicable to the work situation of the Control Groups.

APPENDIX C

Occupational Level Rating Scale

1. College degree or equivalent - high level responsibility or esteem of society.
   - Teacher
   - Registered Nurse
   - Engineer
   - School Board Supervisor
   - (College Student)

2. College degree or equivalent not necessarily implied - (worked own way up the ladder).
   - Insurance Salesman
   - Bank Clerk
   - Small Business Owner
   - Store Owner

3. Skilled Craftsman by title or Foreman with mid level responsibilities.
   - Mechanic
   - Welder
   - Carpenter
   - Driller
   - Mason
   - Brick layer
   - Bridge Inspector
   - Switcher.
   - Farmer
   - Rice Foreman

4. Personnel service position with specific training at a moderate level.
   - Receptionist
   - Secretary
   - Beautician
   - Pracitcal Nurse

5. Serves public with responsibility for money.
   - Cashier
   - 5 & 10 Clerk
   - Export - Import Clerk

6. Some Training, but with on job supervision.
   - Teachers aide
   - Dental Assistant
   - Phone Operator
   - Service Station Attendant
   - Florist's Helper

7. Bus driver, Boat driver, railroad conductor

8. Processing - low skills.
   Cook
   Baker
   Nurse's aide
   Waitress

9. Armed services, security guard, sheriff's deputy.

10. Unskilled laborer or no title
    Common laborer
    Factory Worker
    Domestic
    Baby sitting
    Car pool driver

11. Unemployed - Housewife - Deceased